

COLLECTIVE BARGAINING AGREEMENT

Between

**SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)
(LOCAL 73)**

(Representing Animal Control)

And

COUNTY OF COOK

Effective

December 1, 2004 thru November 30, 2008

**APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS**

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COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This Collective Bargaining Agreement is entered into between the COUNTY of COOK (hereinafter referred to as the "Employer" or "County") and the Service Employees International Union 73 (hereinafter referred to as the "Union").

ARTICLE I

Recognition

Section 1. Representative Unit:

The County recognizes the Union as the sole and exclusive representative for all employees of the County in the job classifications set forth in Appendix A of this Agreement as certified by the ILLRB Case # L-RC-06-014.

Section 2. Union Membership:

The County does not object to Union membership by its employees, and believes that certain benefits may inure from such membership. For the purpose of this section, an employee shall be considered to be a member of the Union if he/she timely tenders the dues and initiation fee required as a condition of membership.

The County will grant the Union an opportunity during the orientation of new employees to present the benefits of Union membership, at which time the Union may give such employees a copy of this Agreement. For this purpose, the County shall notify the designated Union business representative of the starting dates of new employees within thirty (30) calendar days of their start.

Section 3. Checkoff:

With respect to any employee from whom the County receives individual written authorization, signed by the employee, in a form agreed upon by the Union and the County, the County shall deduct from the wages of the employee the dues and initiation fee required as a condition of membership in the Union, or a representation fee, and shall forward such amount to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made.

Section 4. "Fair Share":

1. The County shall grant "fair share" to the Union in accordance with Sections 6(e)(g) of the Illinois Public Labor Relations Act upon satisfactory demonstration to the County that the Union has more than fifty percent (50%) of the eligible employees in the bargaining unit signed up as dues paying members. Once this condition has been met, all employees covered by this Agreement will within thirty (30) days of the Union meeting said condition or within thirty (30) days of their employment by the County either (1) become members of the Union and pay to the Union regular Union dues and fees, or (2) will pay to the Union each month their fair share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours, and other conditions of employment.
2. Such fair share payment by non-members shall be deducted by the County from the

earnings of the non-member employees and remitted to the Union, provided, however, that the Union shall certify to the County the amount constituting said fair share, not exceeding the dues uniformly required of members of the Union, and shall certify that said amount constitutes the non-members' proportionate share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours and other conditions of employment.

3. Upon receipt of such certification, the County shall cooperate with the Union to ascertain the names of and addresses of all employee non-members of the Union from whose earnings the fair share payments shall be deducted and their work locations.
4. Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, fifty percent (50%) of all fees being collected from non-union employees. The Union shall furnish objectors and the County with verification of the terms of the escrow arrangement and, upon request, the status of the fund as reported by the bank.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide that the escrow accounts be interest bearing at the highest possible rate; that the escrowed funds be outside of the Union's control until the final disposition of the objection; and that the escrow fund will terminate and the fund therein be distributed by the terms of an ultimate award, determination, or judgement including any appeals or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.

5. If an ultimate decision in any proceeding under state or federal law directs that the amount of the fair share should be different than the amount fixed by the Union, the Union shall promptly adopt said determination and notify the County to change deductions from the earnings of non-members to said prescribed amount.

Section 5. Religion Exemption:

Employees who are members of a church or religious body having a bona fide religious tenet or teaching which prohibits the payment of a fair share contribution to a union shall be required to pay an amount equal to their fair share of Union dues, as described in Section 4, to a non-religious charitable organization mutually agreed upon by the Union and the affected employees as set forth in Section 6(g) of the Illinois Public Labor Relations Act.

Section 6. Indemnification:

The Union shall indemnify and save the County harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of any action taken by the County for the purpose of complying with any provisions of this Article. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

ARTICLE II

Employer Authority

Section 1. County Rights:

The Union recognizes that the County has the full authority and responsibility for directing its operations and determining policy. The County reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the statutes of the State of Illinois, and to adopt and apply all rules, regulations and policies as it may deem necessary to carry out its statutory responsibilities; provided, however, that the County shall abide by and be limited only by the specific and express terms of this Agreement, to the extent **permitted by the law**.

Section 2. Union and County Meetings:

For the purpose of conferring on matters of mutual interest which are not appropriate for consideration under the grievance procedure, the Union and County agree to meet at least once per quarter through designated representatives at the request of either party and at mutually agreed upon times and locations. The Union and County shall each designate not more than three (3) representatives per department to a labor-management committee for this purpose.

ARTICLE III

Hours of Work and Overtime

Section 1. Purpose of Article:

The provisions of this Article are intended to provide the basis for calculating overtime pay, and shall not be construed as a guarantee of hours of work per day or days per week or pay in lieu thereof, or as a limitation upon the maximum hours per day or per week which may be required.

Section 2. Regular Work Periods:

The regular work day for full-time employees shall remain according to prior practice and procedure. If any work periods need to be changed the employer shall first meet with the Union to negotiate such changes. The length of paid lunch periods and breaks granted by each department shall remain in effect. The regular work day shall consist of eight (8) consecutive hours of work, including a one (1) hour paid lunch period.

Section 3. Compensatory Time and/or Overtime Compensation:

- A. Employees may be assigned to overtime work provided that such overtime shall be limited to either emergency conditions which cannot be deferred and which cannot be performed with the personnel available during normal work hours, or because of an abnormal peak load in the activities of the institution or department.
- B. Employees who are required to work overtime will be compensated in accordance with the Fair Labor Standards Act.
- C. When overtime work is required, and the corresponding compensatory time would work an undue hardship on efficient department operations, the Chief Administrative Officer, the or the Chief Financial Officer of Cook County, each for their respective departments, may authorize the payment of cash overtime if sufficient budgeted funds are available.

The department head must give prior written notification to the Chief Administrative Officer, the or the Chief Financial Officer of Cook County, as appropriate of the reasons requiring paid overtime, the positions affected, and the probable period of time the overtime work will be required. All such overtime will be compensated at time and one-half.

- D. Each department shall record hours worked for each employee eligible for overtime payments. Department Heads are responsible for the correct computation of straight time and overtime hours due an employee.
- E. Compensatory time shall be reclaimed in a minimum of one-hour increments.

ARTICLE IV

Seniority

Section 1. Probationary Period:

After the date of this Agreement, the probationary period for a new employee, or an employee hired after a break in continuous service, shall be six (6) months . The probationary period shall be extended for a period equal to the time required for any formal training program required of any probationary employees, and the Union shall be consulted about the instituting of any such training program which extends the probationary period. A probationary employee shall have no seniority and may be terminated at any time during the probationary period and shall have no recall rights or recourse to the grievance procedure with respect to any such discipline or discharge. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of his/her most recent hire.

Section 2. Definition of Seniority:

For purposes of this Article, seniority is defined as an employee's length of most recent continuous employment with Cook County since his/her last hiring date as a full-time employee and as a regular part-time employee entitled to benefits pursuant to Article V. Seniority for such regular part-time employees shall be prorated.

Section 3. Promotion, Transfer:

In cases of promotion and transfer, employees shall have first preference in order of their department seniority, provided that the employee has the ability and qualifications to perform the required work.

Section 4. Reduction in Work Force, Layoff and Recall:

Should the County determine that it is necessary to decrease the number of employees within a department, the employees to be laid off shall be removed from it in inverse order of seniority provided, however, the retained employees have the ability and qualifications to perform the required work. Where possible, surplus employees and the Union shall be given notice thereof at least two (2) weeks prior to the effective date. Employees laid off as a result of this procedure shall be subject to recall in order of seniority before new employees are hired in the classifications held by them at the time of the reduction in force.

Section 5. Promotion and Shift Assignment:

Employees in the same job classification and in the same department, but on a different shift, where applicable, will first be given preferential consideration for a change in shifts in accordance with Section 3.

Section 6. Return to Former Job:

An employee who has been promoted or transferred to another job within the represented unit may be returned by the County to his/her former job or in an equivalent position, within ninety (90) calendar days or before completion of a formal training program, if the employee does not demonstrate the ability and qualifications to satisfactorily perform the job to which promoted or transferred. An employee who has accepted another job within the represented unit may ask to return to his/her former job within ten (10) working days after commencing work on the new job. An employee who receives a new job under this procedure shall not be permitted to bid for another job for one (1) year thereafter, and an employee who returns to his/her former classification under this procedure will not be permitted to bid again on the same job for one (1) year thereafter.

Section 7. Return to Represented Unit:

An employee who has been promoted or transferred out of the represented unit, and who is later transferred back to the unit by the County shall upon return to the represented unit be granted the seniority he/she would have had, had the employee continued to work in the classification from which he/she was promoted or transferred.

Section 8. Termination of Seniority:

An employee's seniority and employment relationship with the County shall terminate upon the occurrence of any of the following:

- (a) resignation or retirement;
- (b) discharge for just cause;
- (c) absence for three (3) consecutive work days without notification to the Department Head or a designee during such period of the reason for the absence, unless the employee has an explanation acceptable to the County for not furnishing such notification;
- (d) failure to report to work at the termination of a leave of absence or vacation, unless the employee has an explanation acceptable to the County for such failure to report to work;
- (e) absence from work because of layoff or any other reason for six (6) months in the case of an employee with less than one (1) year of service when the absence began, or twelve (12) months in the case of all other employees, except that this provision shall not apply in the case of an employee on an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;
- (f) failure to report for work upon recall from layoff within ten (10) work days after notice to report for work is sent by registered or certified mail or by telegram, to the employee's last address on file with the Personnel Department of the County;
- (g) engaging in gainful employment while on an authorized leave of absence, unless

permission to engage in such employment was granted in advance by the County in writing.

Section 9. Transfer of Stewards:

Employees acting as Union stewards under Article XI, Section 6, of this Agreement shall not be transferred from their job classifications or departments because of their activities on behalf of the Union. Any transfers of Union stewards from their job classifications or departments, other than in an emergency, will be discussed with the Union at least five (5) days in advance of any such transfers.

Section 10. Seniority List:

As soon as possible, the County will furnish the Union a list showing the name, number, address, classification, department and last hiring date of each employee, and whether the employee is entitled to seniority or not. The County shall post a similar list without employee addresses. Within thirty (30) calendar days after the date of posting, an employee must notify the County of any error in his/her last hiring date as it appears on that list or it will be considered correct and binding on the employee and the Union from that time forth and forever. The County will furnish a revised list to the designated Union business representative upon request. After furnishing any such list, an employee must notify the County of any error within ten (10) calendar days thereafter, or the information so furnished will be considered correct and binding on the employee and the Union until a subsequent list is furnished by the County as provided herein.

Section 11. Job Posting:

When job openings or vacancies, including transfers, occur within the bargaining unit in a particular department, or when new classifications are created and ready to be filled, the County will post a notice on all bulletin boards in the affected department where notices to employees are normally posted. These job postings will be for a period of no less than five (5) working days.

Employees in the affected department desiring to bid on such vacancies may do so, and the job will be awarded in accordance with the provisions of section 3 above. Employees shall not lose compensation for work time expended to interview within their respective departments.

ARTICLE V
Rates of Pay

Section 1. Job Classification/Rates of Pay:

Employees in the job classifications set forth in Appendix A to this Agreement shall receive the salary provided for their respective grade and length of service in the job classification. Employees will be increased to the appropriate step upon completion of the required length of service in the classification.

The salary grades and steps applicable to this bargaining unit shall be increased as follows during the term of this agreement:

Effective the first full pay period on or after 06/01/06	4.00%
*Effective the first full pay period on or after 12/01/06	1.50%
Effective the first full pay period on or after 06/01/07	2.50%
Effective the first full pay period on or after 12/01/07	2.00%
Effective the first full pay period on or after 06/01/08	2.75%

Non-compounded \$500.00 cash bonus for all employees in pay status on the date the Cook County Board approves the agreement per past practice.

*Retroactive pay will be paid on or after the first effective date after certification, November 20, 2006.

Section 2. New, Changed or Misclassification:

- A. During the term of this Agreement, the County may establish new and changed job classifications, and change the duties of existing job classifications, provided that a major alteration of the classification structure shall not be made. The County may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set the rate of pay with the Union, using the duties, responsibilities, qualifications and grade levels of the classifications in Appendix A as a guide for determining the new rate. If the parties are unable to agree on the rate of pay, the County may put a rate into effect, and the Union, thereafter, may submit any dispute to the grievance procedure.
- B. An employee who believes that he/she is working out of classification may request that his/her position be reclassified. If the Department Head agrees that the request is reasonable and/or justified, the Department Head will recommend to the County that this reclassification be included in the forthcoming departmental budget. The County will discuss any reclassification with the Union prior to implementation. No later than thirty (30) days after the Board of Commissioners approves the County budget, each respective department head shall inform each applicant for reclassification whether his/her reclassification has been approved or denied. The Union shall be given a copy of the County Budget recommendations within a reasonable time of its submission to the County Board.

Section 3. Classification and Grade Changes:

If an employee is promoted, reclassified, demoted or transferred into another classification through the application of this Agreement, the following rules shall apply:

A. Promotions:

An employee who is promoted to a job in a higher salary grade shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least two (2) steps above the salary received at the time the promotion is made, provided that:

1. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
2. The new salary is not below the first step established for the grade to which the employee is promoted.

In all cases of promotion, the effective date will set a new anniversary date for the purposes of the salary schedule only.

B. Reclassification:

1. An employee whose job is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date.

If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employee shall be entitled to further step advancement.

2. An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which provides an increase one (1) step above the salary received at the time of the reclassification. Such action will change the employee's anniversary date. In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified.

C. Demotions:

The following shall apply to demotions from one grade to another:

1. An employee performing the duties of a job continuously and demoted to a job in a lower salary grade, shall have the salary adjusted in the new job to the same step of the new salary grade as was received in the salary grade of the job from which demoted.
2. An employee promoted to a job in a higher salary grade and subsequently demoted to a job in a lower salary grade, shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted.

D. Transfers:

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary the employee had been receiving at the time of transfer. Such appointment shall not set a new anniversary date.

ARTICLE VI Holidays

Section 1. Designation of Holidays:

- A. The following days are hereby declared holidays, except in emergency and for necessary operations, for all employees in the bargaining unit:

1. New Year's Day - January 1st
2. Martin Luther King's Birthday - Third Monday in January
3. Lincoln's Birthday - February 12th
4. Presidents' Day - Third Monday in February
5. Casimir Pulaski Day* - First Monday in March
6. Memorial Day - Last Monday in May
7. Independence Day - July 4th
8. Labor Day - First Monday in September
9. Columbus Day - Second Monday in October
10. Veteran's Day - November 11th
11. Thanksgiving Day - The day approved by the Governor of the State of Illinois or by the President of the United States
12. Christmas Day - December 25th

It is the intent of the Board of Commissioners of Cook County that all salaried Cook County employees be granted thirteen (13) holidays, or equivalent paid days off per year. Should a certain holiday fall on Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday. However, a weekend holiday shall remain the recognized holiday for those employees regularly scheduled to work on weekends.

- B. In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Board of Commissioners of Cook County.
- C. In addition to the foregoing paid holidays, Employees shall be credited with one (1) floating holiday on December 1st of each year. The Employee may request to use his/her floating holiday at any time during the fiscal year. Requests shall not be unreasonably withheld or denied. Management shall apply the same standard for prior notification as currently applies for personal days.

Section 2. Eligibility:

To be eligible for holiday pay, an employee must satisfy each of the following requirements:

- (a) The employee must have worked the regularly scheduled number of hours on the last scheduled day before and the first scheduled day after the holiday, unless the employee has an explanation acceptable to the County for such failure to report to work.
- (b) The employee must have worked at least one half the scheduled hours during the pay period in which the holiday occurs unless the employee was on vacation or paid sick leave during such period.
- (c) It is understood that time off which is approved and scheduled in advance will not disqualify an employee from holiday pay.

Section 3. Holidays in Vacation:

If a holiday falls within an employee's scheduled vacation, such employee, if otherwise eligible, shall be granted an additional day of vacation.

ARTICLE VII

Vacations

Section 1. Vacation Leave:

- A. All bargaining unit employees who have completed one year of service with Cook County, including service mentioned in paragraph E, shall be granted vacation leave with pay for periods as follows:

All bargaining unit employees except those at Cook County Department of Public Health:

<u>Anniversary of Employment</u>	<u>Days of Vacation</u>	<u>Maximum Accumulation</u>
1st thru 6th	10 working days	20 working days
7th thru 14th	15 working days	30 working days
15th thru -	20 working days	40 working days

- B. Accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay status for a minimum of 5 days in a pay period to accrue time in that period.
- C. All individuals employed on a part-time work schedule of twenty (20) hours per week or more shall be granted vacation leave with pay proportionate to the time worked per month.
- D. Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service. The heads of the County offices, department, or institutions may establish the time when the vacation shall be taken.
- E. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Metropolitan Water Reclamation District of Greater Chicago and/or the Chicago Board of Education shall have the right to have the period as such service credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service, and shall result in the loss of all prior service credit. Credit for such prior service shall be established by filing, in the Office of the Comptroller of Cook County, a certificate of such prior service from such former place or places of employment.
- F. In the event an employee has not taken vacation leave as provided by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.
- G. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

- H. Any Cook County employee who is a re-employed veteran shall be entitled to be credited with working time for each of the years absent due to military service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County, shall be the same as if employment had continued without interruption by military service.
- I. Holidays recognized by the Board of Commissioners of Cook County are not to be counted as part of a vacation.
- J. Employees on the 130 Extra and Overtime Account will not receive any fringe benefits.

ARTICLE VIII

Welfare Benefits

Section 1. Hospitalization Insurance; Employee Contributions:

- A. The County agrees to maintain the current level of employee and dependent health benefits that are set forth in Appendix C as revised by this Agreement and specifically described in Appendix C.
- B. Employees who have elected to enroll in the County's PPO health benefits plan shall contribute, in aggregate, by offset against wages, an amount equal to one and one-half percent (1-1/2%) of their base salary as a contribution towards premiums. Effective 12/01/2000, employees who have elected to enroll in the County's HMO health benefits plan shall contribute in aggregate, by offset against wages, an amount equal to one-half percent (1/2%) of their base salary as a contribution towards premiums with a maximum contribution of \$8.00 per pay period. All rules and procedures governing the calculation and collection of such contributions shall be established by the County's Department of Risk Management, after consultation with Local 150. All employee contributions for Health Insurance shall be made on a pre-tax basis.
- C. Effective December 1, 1996, PPO prescription co-pay will be \$5.00 generic/\$10.00 brand name per prescription (\$5.00 if no generic is available).
- D. HMO prescription co-pay will be \$5.00 generic/\$10.00 brand name per prescription (\$5.00 if no generic is available). The Employer will provide a mail order prescription Program. Effective 12/01/02, there will be mail order prescription drugs co-pays of \$5.00 for generic drugs and \$10.00 for brand name drugs.
- E. Effective 12/01/02, employees enrolled in the County's HMO health benefits plan will have a three dollar (\$3.00) office visit co-pay.

Section 2. Sick Leave:

- A. All bargaining unit employees, other than seasonal employees, shall be granted sick leave with pay at the rate of one (1) working day for each month of service. Accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay

status for a minimum of five (5) days in a pay period to accrue time in that period. Accrued sick leave will carry over if employees change offices or departments within the County as long as there is no break in service longer than thirty (30) days.

All individuals employed on a part-time work schedule of twenty (20) hours per week or more shall be granted sick leave with pay proportionate to the time worked per month.

- B. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days, at the rate of twelve (12) working days per year. Records of sick leave credit and use shall be maintained by each office, department, or institution. Severance of employment terminates all rights for the compensation hereunder. Amount of leave accumulated at the time when any sick leave begins shall be available in full and additional leave shall continue to accrue while an employee is using that already accumulated.
- C. Sick leave may be used for illness, disability incidental to pregnancy, or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury, in the immediate family of the employee. After five (5) consecutive work days of absence due to illness, employees shall submit to their Department Head a doctor's certificate as proof of illness. Accordingly, sick leave shall not be used as additional vacation leave. Sick leave may be used as maternity or paternity leave by employees.
- D. An employee who has been off duty for five (5) consecutive days or more for any health reason may be required to undergo examination by the County's physician before returning to work.

For health related absences of less than five (5) consecutive days, a doctor's statement or proof of illness will not be required except in individual instances where the facility has sufficient reason to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health related absence, examination by a facility physician may be required to make sure that the employee is physically fit for return to work.

Employees may take sick leave in one half ($\frac{1}{2}$) or full day increments.

- E. If, in the opinion of the head of the office, department or institution, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days.
- F. The employee may apply for disability under the rules and regulations established by the Retirement Board.

Section 3. Disability Benefits:

Employees incurring any occupational illness or injury will be covered by Workers' Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as result thereof shall be paid Total Temporary Disability Benefits pursuant to the Worker's Compensation Act.

Duty disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan. Duty disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing work duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury, and begin the day after the date the salary stops.

Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary. The County will also contribute the 8.5% of salary normally contributed for pension purposes. Other amounts normally deducted for annuity purposes shall continue to be deducted. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the Employer otherwise agree.

The employee will not be required to use sick time and/or vacation time for any day of duty disability. All of the provisions of this section are subject to change in conjunction with changes in State laws.

Section 4. Life Insurance:

All employees shall be provided with life insurance in an amount equal to the employee's annual salary (rounded to the next \$1,000), at no cost to the employee, with the option to purchase additional insurance up to a maximum of the employee's annual salary. No life insurance shall be offered through the County's HMO plans.

Section 5. Pension Plan:

Pension benefits for employees covered by this Agreement shall be as mandated under 40 ILCS 5/1 - 101 et seq.

Section 6. Dental Plan:

All employees shall be eligible to participate in the dental plan as set forth in Appendix C as revised by this Agreement and specifically described in Appendix C. No dental coverage shall be offered through the County's HMO plans.

Section 7. Vision Plan:

All employees shall be eligible to participate in the vision plan as set forth in Appendix C as revised by this Agreement and specifically described in Appendix C. No vision coverage shall be offered through the County's HMO plans.

Section 8. Hospitalization - New Hires:

All new employees covered by this Agreement shall be required to enroll in the County HMO plan of their choosing, such enrollment to be effective from the date of hire through the expiration of the first full health plan year following such date of hire.

Section 9. Flexible Benefits Plan:

All employees shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for child care and medical expenses.

Section 10. Insurance Coverage:

Employees on layoff status shall retain health and dental insurance coverage for a period of two (2) months following the month in which the effective date of the layoff occurs with the Employer paying the full premium, single or family plan as appropriate.

Section 11. Insurance Opt-Out:

Effective the first full pay period after 12/1 of each fiscal year, the Employer agrees to pay \$800.00/year to eligible employees who opt-out of the Employer's health benefit program. Provided, that prior to opting-out of any such program, the employee must demonstrate to the Employer's satisfaction that he/she has alternative healthcare coverage. Any employee electing to opt-out of the Employer's health benefit program may request that in lieu of a payment to the employee, this amount be credited to a medical flexible spending account. Eligible employees who lose their alternative healthcare coverage may enroll in or be reinstated to the Employer's health benefit program.

**ARTICLE IX
Additional Benefits**

Section 1. Bereavement Leave:

- A. Excused leave with pay will be granted, up to three (3) days, to an employee for the funeral of a member of the employee's immediate family or household.
- B. Leave requested to attend the funeral of someone other than a member of an employee's immediate family or household may be granted, but time so used shall be deducted from the accumulated vacation or personal leave of the employee making the request.

Section 2. Jury Duty:

Approval will be granted for leave with pay, for any jury duty imposed upon any non-exempt officer or employee of the County of Cook. However, any compensation, exclusive of travel allowance received, must therefore be turned over to the County of Cook by said officer or employee.

Section 3. Maternity/Paternity Leave:

Maternity/paternity benefits for employees covered by this Agreement shall be as per the County policy.

Section 4. Election Day:

An employee who is a registered voter will receive two (2) hours time off (without pay) during his regular work day so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two (2) work days prior to the election.

Section 5. Personal Days:

All employees, except those in a per diem or hourly pay status, shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (1/2) day at a time.

Employees will accrue personal days at the rate of 1.23 hours per pay period (biweekly); except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than four (4) personal days may be used in a fiscal year.

Personal days shall not be used as additional vacation leave. If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave.

Personal days may not be used consecutively unless approved by the Department Head. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to Department Head approval.

Severance of employment shall terminate all rights to accrued personal days.

ARTICLE X

Leaves of Absence

Section 1. Regular Leave:

An employee may be granted a leave of absence without pay by the Department Head, with the written approval of the Comptroller of Cook County. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year of continuous employment by the County and/or Cook County health facilities, not to exceed one (1) year, except for military service.

An employee desiring a leave of absence shall make written application to his/her immediate supervisor, who will then refer the application to the Department Head. If approved by the Department Head, the application will then be forwarded to the Cook County Comptroller for consideration. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted.

Absence from County service on leave without pay for periods in excess of thirty (30) calendar days, all suspensions, time after layoffs for more than thirty (30) calendar days but less than one (1) year, all absences without leave shall be deducted in computing total continuous service and will effect a change in the anniversary date.

Section 2. Seniority on Leave:

An employee on an approved leave of absence shall retain seniority, but shall not accrue pension benefits during such period (except as may be otherwise provided in the County's Pension Plan).

Section 3. Union Leave:

A leave of absence not to exceed one (1) year without pay, will be granted to an employee who

is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job. Such leave may be extended by mutual agreement. Employees duly elected as delegates of the Union will be allowed time off, without pay, to attend state and national conferences and conventions of the Union, not to exceed ten (10) work days for all employees.

Section 4. Military Leave:

Employees who enter the armed services of the United States shall be entitled to all the re-employment rights provided for in the Uniformed Services Employment and Re-employment Rights Act, 38 U.S.C. § 4301, et seq., as amended.

An employee who has at least six (6) months or more of continuous actual service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year.

Section 5. Veteran's Conventions:

Any employee who is a delegate or alternate delegate to a National or State convention of a recognized veterans' organization may request a leave of absence for the purpose of attending said convention, providing, however, that any employee requesting a leave of absence with pay must meet the following conditions:

1. The employee must be a delegate or alternate delegate to the convention as established in the by-laws of the organization.
2. They must register with the credentials committee at the convention headquarters.
3. Their name must appear on the official delegate-alternate rolls that are filed at the State headquarters of their organization at the close of the convention.
4. They must have attended no other convention, with a leave of absence with pay, during the fiscal year.
5. The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating attendance.

Section 6. Approval of Leave:

No request for a leave, as defined in Sections 1 and 4 of this Article, will be considered unless approved by the Department Head and no Department Head shall grant such approval, if, in his judgement, such absence from duty at the particular time requested would interfere with the conduct of County business.

ARTICLE XI

Grievance Procedure

Section 1. Policy:

The provisions of this Article supplement and modify the provisions of the County's Grievance Procedure applicable to all employees.

Section 2. Definition:

A grievance is a difference between an employee or the Union and the Employer with respect to the interpretation or application of, or compliance with, the agreed upon provisions of the Agreement, the Employer's rules and regulations or disciplinary action. The Union will send copies of grievances appealed or submitted at Steps Two and Three to the County's Bureau of Human Resources.

Section 3. Representation:

Only the aggrieved employee(s) and/or representatives of the Union may present grievances. Employees may take up grievances through Steps One to Three either on their own and individually or with representation by the Union. If an employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Agreement and the Union representative shall have the right to be present at such resolution. A grievance relating to all or a substantial number of employees or to the Union's own interests or rights with the County may be initiated at Step Two by a Union representative.

Section 4. Grievance Procedure:

The steps and time limits as provided in the County's Grievance Procedure are as follows:

<u>Step</u>	<u>Submission Time Limit This Step (calendar days)</u>	<u>To Whom Submitted</u>	<u>Time Limits Meeting</u>	<u>Response</u>
1	30 days	Immediate Supervisor	5 days	5days
2	5 days	Department Head	10 days	10 days
3	10 days	Director, Dept. Human Resources	30 days	30 days
4	30 days	Impartial Third Party	30 days	30 days

Section 5. Time Limits:

The initial time limit for presenting a grievance shall be thirty (30) days and the same limit shall apply to hearings and decisions at Step Four. Time limits may be extended by mutual agreement in writing between the employee and/or the Union and the County. Should the County fail to respond to a grievance in the time limits listed above, the Union shall have the right to advance the grievance to the next step.

Section 6. Stewards:

The Union will advise the County in writing of the names of the stewards in each department with the County and shall notify the County promptly of any changes. Upon notification to their supervisor before leaving their work assignment or area, stewards will be permitted to handle and process grievances referred by employees at the appropriate steps of the grievance procedure during normal hours without loss of pay, provided that such activity shall not exceed a reasonable period of time. It is understood that the assignment of individual stewards to represent employees shall be at the discretion of the Union.

Section 7. Union Representatives:

Duly authorized business representatives of the Union will be permitted at reasonable times to enter the appropriate County Department for purposes of handling grievances or observing conditions under which employees are working. These business representatives will be identified to the County Department Head/Designee in a manner suitable to the County on each occasion, will first secure the approval of the County Department Head/Designee to enter and conduct their business so as not to interfere with the operation of the County. Such permission will not be unreasonably withheld. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general County department rules applicable to non-employees.

Section 8. Impartial Arbitration:

The Union may within thirty (30) days after receipt of the Step 3 answer submit in writing to the County notice that the grievance is to enter impartial arbitration. The Union and the County shall select an arbitrator from a permanent panel of seven (7) arbitrators. Arbitrators will be selected to hear and decide grievances arising under this agreement on a rotating basis. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on the cases then-currently assigned, but will not receive any new assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreement, from selecting an arbitrator from outside the panel. The Union and the County will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay. The decision of the Arbitrator shall be binding.

Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The Arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the Arbitrator in writing by the County and the union. His/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

ARTICLE XII

Continuity of Operation

Section 1. No Strike:

The Union will not cause or permit its members to cause, and will not sanction in any way, any work stoppage, strike, picketing or slowdown of any kind or for any reason, or the honoring of any

picket line or other curtailment, restriction or interference with any of the Employer's functions or operations; and no employee will participate in any such activities during the term of this Agreement or any extension thereof.

Section 2. Union Responsibility:

Should any activity prescribed in Section 1 of this Article occur, which the Union has or has not sanctioned, the Union shall immediately:

- (a) publicly disavow such action by the employees or other persons involved;
- (b) advise the County in writing that such action has not been caused or sanctioned by the Union;
- (c) notify the employees stating that it disapproves of such action instructing all employees to cease such action and return to work immediately;
- (d) take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the County to accomplish this end.

Section 3. Discharge of Violators:

The County shall have the right to discharge or otherwise discipline any or all employees who violate any of the provisions of this Article. In such event, the employee or employees, or the Union in their behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether an employee or employees participated in the action prohibited by this Article. If it is determined that an employee did so participate, the disciplinary action taken by the County may not be disturbed.

Section 4. No Lock-Out:

The County agrees that it will not lock out its employees during the term of this Agreement or any extension thereof.

Section 5. Reservation of Rights:

In the event of any violation of this Article by the Union or the County, the offended party may pursue any legal or equitable remedy otherwise available, and it will not be a condition precedent to the pursuit of any judicial remedy that any grievance procedure provided in this Agreement be first exhausted.

**ARTICLE XIII
Miscellaneous**

Section 1. No Discrimination:

The County and the Union agree that neither shall discriminate in employment by reason of race, color, religion, national origin, ancestry, political belief or activity, age, sex, sexual orientation, military discharge, marital status, disability, parental status or activity on behalf of the Union.

It is the policy of the County that applicants for employment and promotion are recruited, selected,

and hired on the basis of individual merit and ability with respect to positions being filled and potential for promotions or transfer which may be expected to develop.

Section 2. Safety, Work Environment and Health:

The County will maintain safe working conditions and health protection for all bargaining unit employees. The Union will cooperate toward this end and will encourage all bargaining unit employees to work in a safe manner.

- A. It will be the responsibility of both bargaining unit employees and supervisors to report unsafe and unhealthy work conditions. Bargaining unit employees are expected to, when they observe, or are involved in, unsafe working conditions and/or accidents, report them to their supervisor as expeditiously as possible. Supervisors shall assist bargaining unit employees in seeking medical attention and inform them of the proper method of reporting accidents.
- B. Supervisors and bargaining unit employees, at all levels, have a mutual obligation to consider health, safety and well being of all concerned in practices and procedures regarding all aspects of their work. Supervisors will also consider these factors when recommending the purchase of tools, equipment or machinery.
- C. The County and the Union are committed to taking reasonable, necessary steps to limit and/or prevent the spread of communicable diseases in the workplace. The County shall make available to any employee who has occupational exposure during the course of his/her employment to blood or body substances, a Hepatitis B vaccine, TB screening test or other appropriate vaccination at no cost to the employee. The County will also make professional counseling available to any employee who reasonably believes that she/he has become infected with TB, HIV, Hepatitis B or other communicable diseases during the course of his/her employment.

Section 3. Voluntary and Community Service Workers:

Voluntary organizations and community service workers perform services for the County that are a valuable and necessary contribution to the operation of the County. Also, the County engages in education and research which involves persons performing tasks and being taught to perform tasks which are similar or identical to work of employees of the bargaining unit. The County shall continue to have the right to avail itself of any and all such voluntary services and community service workers and to engage in such educational and research activities. No regular employees shall be laid off because of work done by volunteers and community service workers.

Section 4. Bulletin Boards:

The County will make bulletin boards available for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards notices of a noncontroversial nature, but only after submitting them to the County Department Head for approval and posting. Permission to post shall not be unreasonably denied.

There shall be no distribution or posting by employees of advertising or political material, notices or other kinds of literature on the County's property other than herein provided.

Section 5. Partial Invalidity:

In the event any of the provisions of this Agreement shall be or become invalid or unenforceable

by reason of any federal or state law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof. The parties agree to meet and adopt revised provisions which would be in conformity with the law.

Section 6. Sub-Contracting:

It is the general policy of the County to continue to utilize its employees to perform work they are qualified to perform. The County may, however, subcontract where circumstances warrant.

The County will advise the Union in writing at least three (3) months in advance when such changes are contemplated and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The County will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

Section 7. Tuition Reimbursement:

The County encourages employees to continue their education and acquire new skills through a program sponsored in conjunction with the City Colleges of Chicago and the Suburban Community Colleges. Employees making application for specific courses shall follow the Cook County tuition reimbursement policy provided sufficient funds are available.

Based on available funds, an employee may request reimbursement up to an amount no greater than \$300.00 in a fiscal year for employment related course-work. Applications should be made through the Cook County Bureau of Human Resources.

Section 8. Personnel Files:

Upon written request to the Personnel Office, an employee may inspect his/her personnel file at any time mutually acceptable to the employee and Employer. Copies of materials in an employee's personnel file shall be provided to the employee upon request in accordance with applicable law.

Section 9. Post Accident Drug and Alcohol Testing:

Employee shall submit to post accident alcohol and drug testing if they are involved in a motor vehicle accident or incident where the employee is operating a Cook County vehicle during the hours of their employment and the accident results in personal injuries that require medical attention or results in damage to property of \$1,000 or greater. Such testing will reinforce the Employer's and Union commitment to the safety of the employees and the public.

Section 10. Dignity and Respect:

The County and the Union agree to promote a professional working atmosphere. Employees who believe they have been subjected to unprofessional or inappropriate treatment by a supervisor or co-worker may raise their concern regarding said treatment with the manager of Labor Relations who will investigate the complaint and advise the employee of any action taken which has been deemed necessary and appropriate under the circumstance.

Section 11. - COPE:

The Union has established a political action committee which is called SEIU COPE. Union members may contribute voluntarily to this committee to support the political activities of the Union.

The Employer agrees to deduct the contribution amount established by the committee per pay period from the wage of employees who voluntarily authorize in writing such deductions. Such amounts shall be forwarded thirty (30) days after the close of the pay period for which deductions are made.

Section 12. Travel Reimbursement:

Effective December 1, 2008, employees covered by this agreement shall be reimbursed at the current allowable IRS rate. Employees shall be reimbursed for all work related traveled miles. Mileage reimbursement reports shall be submitted by the 1st day of every month and reimbursement shall occur the 15th day of every month.

The Employer agrees to deduct the contribution amount established by the committee per pay period from the wage of employees who voluntarily authorize in writing such deduction. Such amounts shall be forwarded thirty (30) days after the close of the pay period for which the deductions are made.

ARTICLE XIV
Discipline

Section 1. General:

Disciplinary action will be imposed upon an employee only for just cause. Discipline will be imposed as soon as practicable after the Employer is aware of the conduct or event giving rise to the discipline and after the Employer has had a reasonable period of time to investigate the matter. Prior to any meeting which could lead to discipline, an employee will be advised of his/her right to Union representation at that meeting.

While the parties agree that the discipline should be timely, the parties also acknowledge that a determination of whether discipline is timely depends on the facts and circumstances of each case. While it is the County's policy to endeavor to issue discipline within thirty days of the County's knowledge of the incident giving rise to that discipline, the failure of the County to do so within thirty days, in and of itself, shall not be the sole basis for granting a grievance and overturning a discipline decision.

Section 2. Form of Discipline:

The Employer agrees with the principles of fairness and consistency in imposing discipline. Generally, disciplinary action will include the following steps:

- Oral reprimand
- Written reprimand
- Suspension
- Discharge

In determining what disciplinary action is appropriate, the Employer will consider the nature and gravity of the misconduct, the employee's disciplinary record and any mitigating circumstances. Certain serious misconduct may result in suspension or automatic discharge as defined in the Rules and Regulations Governing Employee Conduct.

Section 3. Training:

The Employer will train supervisors in the fair and consistent administration of this policy.

**ARTICLE XV
Duration**

Section 1. Term:

This Agreement shall become effective on December 1, 2004 and shall remain in effect through November 30, 2008. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) calendar days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

In the event such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date until a new Agreement has been reached or either party shall give the other party five (5) calendar days written notice of cancellation thereafter.

Section 2. Notice:

Any notice under this Agreement shall be given by registered or certified mail. If given by the Union, then such notice shall be addressed to the following individuals:

1. President
Board of Commissioners of Cook County
118 North Clark Street
Room 537
Chicago, IL 60602
2. Chief
Cook County Bureau of Human Resources
118 North Clark Street
Room 834
Chicago, IL 60602

If given by the County, then such notice shall be addressed to:

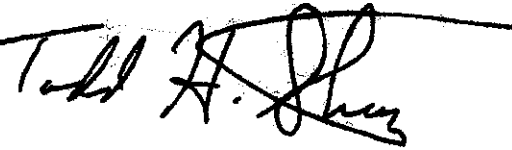
President/Business Manager
SEIU Local 73
Service Employees International Union
300 S. Ashland, Suite 400
Chicago, Illinois 60607

Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this 17th day of September, 2008

COUNTY OF COOK:

BY:



TODD H. STROGER, President
Cook County Board of Commissioners

Attest:



DAVID D. ORR
Cook County Clerk

UNION: Service Employees International Union, Local 73

BY:



CHRISTINE BOARDMAN, President
Service Employees International Union, Local 73

APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS

SEP 17 2008

APPENDIX A
SEIU Local 73 (Animal Control)

JOB CODE	GRADE	TITLE
0047	14	Administrative Assistant II
0048	16	Administrative Assistant III
0906	09	Clerk IV
0907	11	Clerk V
0252	20	Business Manager II

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u> <u>5TH STEP</u>	<u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
9	Hourly	11.554	12.079	12.665	13.278	13.889	14.551	14.965	15.116	15.561
	Bi-Weekly	924.32	966.32	1,013.20	1,062.24	1,111.12	1,164.08	1,197.20	1,209.28	1,244.88
	Annual	24,032	25,124	26,343	27,618	28,889	30,266	31,127	31,441	32,366
10	Hourly	12.377	12.954	13.561	14.220	14.904	15.601	15.897	16.066	16.542
	Bi-Weekly	990.16	1,036.32	1,084.88	1,137.60	1,192.32	1,248.08	1,271.76	1,285.28	1,323.36
	Annual	25,744	26,944	28,206	29,577	31,000	32,450	33,065	33,417	34,407
11	Hourly	13.278	13.889	14.551	15.231	15.983	16.794	17.130	17.288	17.819
	Bi-Weekly	1,062.24	1,111.12	1,164.08	1,218.48	1,278.64	1,343.52	1,370.40	1,383.04	1,425.52
	Annual	27,618	28,889	30,266	31,680	33,244	34,931	35,630	35,959	37,063
12	Hourly	14.220	14.904	15.601	16.351	17.192	17.989	18.342	18.525	19.087
	Bi-Weekly	1,137.60	1,192.32	1,248.08	1,308.08	1,375.36	1,439.12	1,467.36	1,482.00	1,526.96
	Annual	29,577	31,000	32,450	34,010	35,759	37,417	38,151	38,532	39,700
13	Hourly	15.231	15.983	16.794	17.604	18.402	19.323	19.708	19.897	20.499
	Bi-Weekly	1,218.48	1,278.64	1,343.52	1,408.32	1,472.16	1,545.84	1,576.64	1,591.76	1,639.92
	Annual	31,680	33,244	34,931	36,616	38,276	40,191	40,992	41,385	42,637
14	Hourly	16.351	17.192	17.989	18.897	19.793	20.732	21.160	21.370	22.015
	Bi-Weekly	1,308.08	1,375.36	1,439.12	1,511.76	1,583.44	1,658.56	1,692.80	1,709.60	1,761.20
	Annual	34,010	35,759	37,417	39,305	41,169	43,122	44,012	44,449	45,791
15	Hourly	17.604	18.402	19.323	20.279	21.298	22.300	22.749	22.982	23.668
	Bi-Weekly	1,408.32	1,472.16	1,545.84	1,622.32	1,703.84	1,784.00	1,819.92	1,838.56	1,893.44
	Annual	36,616	38,276	40,191	42,180	44,299	46,384	47,317	47,802	49,229
16	Hourly	18.897	19.793	20.732	21.722	22.771	23.828	24.318	24.553	25.295
	Bi-Weekly	1,511.76	1,583.44	1,658.56	1,737.76	1,821.68	1,906.24	1,945.44	1,964.24	2,023.60
	Annual	39,305	41,169	43,122	45,181	47,363	49,562	50,581	51,070	52,613
17	Hourly	20.279	21.298	22.300	23.339	24.493	25.703	26.206	26.456	27.256
	Bi-Weekly	1,622.32	1,703.84	1,784.00	1,867.12	1,959.44	2,056.24	2,096.48	2,116.48	2,180.48
	Annual	42,180	44,299	46,384	48,545	50,945	53,462	54,508	55,028	56,692

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
18	Hourly	21.722	22.771	23.828	25.012	26.164	27.455	28.018	28.284	29.158
	Bi-Weekly	1,737.76	1,821.68	1,906.24	2,000.96	2,093.12	2,196.40	2,241.44	2,262.72	2,332.64
	Annual	45,181	47,363	49,562	52,024	54,421	57,106	58,277	58,830	60,648
19	Hourly	23.828	25.012	26.164	27.455	28.754	30.131	30.589	30.889	31.824
	Bi-Weekly	1,906.24	2,000.96	2,093.12	2,196.40	2,300.32	2,410.48	2,447.12	2,471.12	2,545.92
	Annual	49,562	52,024	54,421	57,106	59,808	62,672	63,625	64,249	66,193
20	Hourly	26.164	27.455	28.754	30.131	31.554	33.097	33.581	33.907	34.929
	Bi-Weekly	2,093.12	2,196.40	2,300.32	2,410.48	2,524.32	2,647.76	2,686.48	2,712.56	2,794.32
	Annual	54,421	57,106	59,808	62,672	65,632	68,841	69,848	70,526	72,652
21	Hourly	28.754	30.131	31.554	33.097	34.666	36.352	36.892	37.257	38.390
	Bi-Weekly	2,300.32	2,410.48	2,524.32	2,647.76	2,773.28	2,908.16	2,951.36	2,980.56	3,071.20
	Annual	59,808	62,672	65,632	68,841	72,105	75,612	76,735	77,494	79,851
22	Hourly	31.554	33.097	34.666	36.352	38.043	39.875	40.460	40.863	42.087
	Bi-Weekly	2,524.32	2,647.76	2,773.28	2,908.16	3,043.44	3,190.00	3,236.80	3,269.04	3,366.96
	Annual	65,632	68,841	72,105	75,612	79,129	82,940	84,156	84,995	87,540
23	Hourly	33.097	34.666	36.352	38.043	39.875	41.858	42.478	42.901	44.199
	Bi-Weekly	2,647.76	2,773.28	2,908.16	3,043.44	3,190.00	3,348.64	3,398.24	3,432.08	3,535.92
	Annual	68,841	72,105	75,612	79,129	82,940	87,064	88,354	89,234	91,933

RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 73

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>	<u>AFTER 2</u> <u>YEARS AT</u> <u>5TH STEP</u>	<u>AFTER 1</u> <u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
9	Hourly	11.670	12.200	12.792	13.411	14.028	14.697	15.115	15.267	15.717
	Bi-Weekly	933.60	976.00	1,023.36	1,072.88	1,122.24	1,175.76	1,209.20	1,221.36	1,257.36
	Annual	24,273	25,376	26,607	27,894	29,178	30,569	31,439	31,755	32,691
10	Hourly	12.501	13.084	13.697	14.362	15.053	15.757	16.056	16.227	16.707
	Bi-Weekly	1,000.08	1,046.72	1,095.76	1,148.96	1,204.24	1,260.56	1,284.48	1,298.16	1,336.56
	Annual	26,002	27,214	28,489	29,872	31,310	32,774	33,396	33,752	34,750
11	Hourly	13.411	14.028	14.697	15.383	16.143	16.962	17.301	17.461	17.997
	Bi-Weekly	1,072.88	1,122.24	1,175.76	1,230.64	1,291.44	1,356.96	1,384.08	1,396.88	1,439.76
	Annual	27,894	29,178	30,569	31,996	33,577	35,280	35,986	36,318	37,433
12	Hourly	14.362	15.053	15.757	16.515	17.364	18.169	18.525	18.710	19.278
	Bi-Weekly	1,148.96	1,204.24	1,260.56	1,321.20	1,389.12	1,453.52	1,482.00	1,496.80	1,542.24
	Annual	29,872	31,310	32,774	34,351	36,117	37,791	38,532	38,916	40,098
13	Hourly	15.383	16.143	16.962	17.780	18.586	19.516	19.905	20.096	20.704
	Bi-Weekly	1,230.64	1,291.44	1,356.96	1,422.40	1,486.88	1,561.28	1,592.40	1,607.68	1,656.32
	Annual	31,996	33,577	35,280	36,982	38,658	40,593	41,402	41,799	43,064
14	Hourly	16.515	17.364	18.169	19.086	19.991	20.939	21.372	21.584	22.235
	Bi-Weekly	1,321.20	1,389.12	1,453.52	1,526.88	1,599.28	1,675.12	1,709.76	1,726.72	1,778.80
	Annual	34,351	36,117	37,791	39,698	41,581	43,553	44,453	44,894	46,248
15	Hourly	17.780	18.586	19.516	20.482	21.511	22.523	22.976	23.212	23.905
	Bi-Weekly	1,422.40	1,486.88	1,561.28	1,638.56	1,720.88	1,801.84	1,838.08	1,856.96	1,912.40
	Annual	36,982	38,658	40,593	42,602	44,742	46,847	47,790	48,280	49,722
16	Hourly	19.086	19.991	20.939	21.939	22.999	24.066	24.561	24.799	25.548
	Bi-Weekly	1,526.88	1,599.28	1,675.12	1,755.12	1,839.92	1,925.28	1,964.88	1,983.92	2,043.84
	Annual	39,698	41,581	43,553	45,633	47,837	50,057	51,086	51,581	53,139
17	Hourly	20.482	21.511	22.523	23.572	24.738	25.960	26.468	26.721	27.529
	Bi-Weekly	1,638.56	1,720.88	1,801.84	1,885.76	1,979.04	2,076.80	2,117.44	2,137.68	2,202.32
	Annual	42,602	44,742	46,847	49,029	51,455	53,996	55,053	55,579	57,260

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
18	Hourly	21.939	22.999	24.066	25.262	26.426	27.730	28.298	28.567	29.450
	Bi-Weekly	1,755.12	1,839.92	1,925.28	2,020.96	2,114.08	2,218.40	2,263.84	2,285.36	2,356.00
	Annual	45,633	47,837	50,057	52,544	54,966	57,678	58,859	59,419	61,256
19	Hourly	24.066	25.262	26.426	27.730	29.042	30.432	30.895	31.198	32.142
	Bi-Weekly	1,925.28	2,020.96	2,114.08	2,218.40	2,323.36	2,434.56	2,471.60	2,495.84	2,571.36
	Annual	50,057	52,544	54,966	57,678	60,407	63,298	64,261	64,891	66,855
20	Hourly	26.426	27.730	29.042	30.432	31.870	33.428	33.917	34.246	35.278
	Bi-Weekly	2,114.08	2,218.40	2,323.36	2,434.56	2,549.60	2,674.24	2,713.36	2,739.68	2,822.24
	Annual	54,966	57,678	60,407	63,298	66,289	69,530	70,547	71,231	73,378
21	Hourly	29.042	30.432	31.870	33.428	35.013	36.716	37.261	37.630	38.774
	Bi-Weekly	2,323.36	2,434.56	2,549.60	2,674.24	2,801.04	2,937.28	2,980.88	3,010.40	3,101.92
	Annual	60,407	63,298	66,289	69,530	72,827	76,369	77,502	78,270	80,649
22	Hourly	31.870	33.428	35.013	36.716	38.423	40.274	40.865	41.272	42.508
	Bi-Weekly	2,549.60	2,674.24	2,801.04	2,937.28	3,073.84	3,221.92	3,269.20	3,301.76	3,400.64
	Annual	66,289	69,530	72,827	76,369	79,919	83,769	84,999	85,845	88,416
23	Hourly	33.428	35.013	36.716	38.423	40.274	42.277	42.903	43.330	44.641
	Bi-Weekly	2,674.24	2,801.04	2,937.28	3,073.84	3,221.92	3,382.16	3,432.24	3,466.40	3,571.28
	Annual	69,530	72,827	76,369	79,919	83,769	87,936	89,238	90,126	92,853

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RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 73

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT JUNE 1, 2006 2% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>	<u>AFTER 2</u> <u>YEARS AT</u> <u>5TH STEP</u>	<u>AFTER 1</u> <u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
9	Hourly	11.903	12.444	13.048	13.679	14.309	14.991	15.417	15.572	16.031
	Bi-Weekly	952.24	995.52	1,043.84	1,094.32	1,144.72	1,199.28	1,233.36	1,245.76	1,282.48
	Annual	24,758	25,883	27,139	28,452	29,762	31,181	32,067	32,389	33,344
10	Hourly	12.751	13.346	13.971	14.649	15.354	16.072	16.377	16.552	17.041
	Bi-Weekly	1,020.08	1,067.68	1,117.68	1,171.92	1,228.32	1,285.76	1,310.16	1,324.16	1,363.28
	Annual	26,522	27,759	29,059	30,469	31,936	33,429	34,064	34,428	35,445
11	Hourly	13.679	14.309	14.991	15.691	16.466	17.301	17.647	17.810	18.357
	Bi-Weekly	1,094.32	1,144.72	1,199.28	1,255.28	1,317.28	1,384.08	1,411.76	1,424.80	1,468.56
	Annual	28,452	29,762	31,181	32,637	34,249	35,986	36,705	37,044	38,182
12	Hourly	14.649	15.354	16.072	16.845	17.711	18.532	18.896	19.084	19.664
	Bi-Weekly	1,171.92	1,228.32	1,285.76	1,347.60	1,416.88	1,482.56	1,511.68	1,526.72	1,573.12
	Annual	30,469	31,936	33,429	35,037	36,838	38,546	39,303	39,694	40,901
13	Hourly	15.691	16.466	17.301	18.136	18.958	19.906	20.303	20.498	21.118
	Bi-Weekly	1,255.28	1,317.28	1,384.08	1,450.88	1,516.64	1,592.48	1,624.24	1,639.84	1,689.44
	Annual	32,637	34,249	35,986	37,722	39,432	41,404	42,230	42,635	43,925
14	Hourly	16.845	17.711	18.532	19.468	20.391	21.358	21.799	22.016	22.680
	Bi-Weekly	1,347.60	1,416.88	1,482.56	1,557.44	1,631.28	1,708.64	1,743.92	1,761.28	1,814.40
	Annual	35,037	36,838	38,546	40,493	42,413	44,424	45,341	45,793	47,174
15	Hourly	18.136	18.958	19.906	20.892	21.941	22.973	23.436	23.676	24.383
	Bi-Weekly	1,450.88	1,516.64	1,592.48	1,671.36	1,755.28	1,837.84	1,874.88	1,894.08	1,950.64
	Annual	37,722	39,432	41,404	43,455	45,637	47,783	48,746	49,246	50,716
16	Hourly	19.468	20.391	21.358	22.378	23.459	24.547	25.052	25.295	26.059
	Bi-Weekly	1,557.44	1,631.28	1,708.64	1,790.24	1,876.72	1,963.76	2,004.16	2,023.60	2,084.72
	Annual	40,493	42,413	44,424	46,546	48,794	51,057	52,108	52,613	54,202
17	Hourly	20.892	21.941	22.973	24.043	25.233	26.479	26.997	27.255	28.080
	Bi-Weekly	1,671.36	1,755.28	1,837.84	1,923.44	2,018.64	2,118.32	2,159.76	2,180.40	2,246.40
	Annual	43,455	45,637	47,783	50,009	52,484	55,076	56,153	56,690	58,406

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT JUNE 1, 2006 2% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
18	Hourly	22.378	23.459	24.547	25.767	26.955	28.285	28.864	29.138	30.039
	Bi-Weekly	1,790.24	1,876.72	1,963.76	2,061.36	2,156.40	2,262.80	2,309.12	2,331.04	2,403.12
	Annual	46,546	48,794	51,057	53,595	56,066	58,832	60,037	60,607	62,481
19	Hourly	24.547	25.767	26.955	28.285	29.623	31.041	31.513	31.822	32.785
	Bi-Weekly	1,963.76	2,061.36	2,156.40	2,262.80	2,369.84	2,483.28	2,521.04	2,545.76	2,622.80
	Annual	51,057	53,595	56,066	58,832	61,615	64,565	65,547	66,189	68,192
20	Hourly	26.955	28.285	29.623	31.041	32.507	34.097	34.595	34.931	35.984
	Bi-Weekly	2,156.40	2,262.80	2,369.84	2,483.28	2,600.56	2,727.76	2,767.60	2,794.48	2,878.72
	Annual	56,066	58,832	61,615	64,565	67,614	70,921	71,957	72,656	74,846
21	Hourly	29.623	31.041	32.507	34.097	35.713	37.450	38.006	38.383	39.549
	Bi-Weekly	2,369.84	2,483.28	2,600.56	2,727.76	2,857.04	2,996.00	3,040.48	3,070.64	3,163.92
	Annual	61,615	64,565	67,614	70,921	74,283	77,896	79,052	79,836	82,261
22	Hourly	32.507	34.097	35.713	37.450	39.191	41.079	41.682	42.097	43.358
	Bi-Weekly	2,600.56	2,727.76	2,857.04	2,996.00	3,135.28	3,286.32	3,334.56	3,367.76	3,468.64
	Annual	67,614	70,921	74,283	77,896	81,517	85,444	86,698	87,561	90,184
23	Hourly	34.097	35.713	37.450	39.191	41.079	43.123	43.761	44.197	45.534
	Bi-Weekly	2,727.76	2,857.04	2,996.00	3,135.28	3,286.32	3,449.84	3,500.88	3,535.76	3,642.72
	Annual	70,921	74,283	77,896	81,517	85,444	89,695	91,022	91,929	94,710

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RATES IN EFFECT JUNE 1, 2006 2% FOR SEIU LOCAL 73

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2006 1.5% FOR SEIU LOCAL 73

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
9	Hourly	12.082	12.631	13.244	13.884	14.524	15.216	15.648	15.806	16.271
	Bi-Weekly	966.56	1,010.48	1,059.52	1,110.72	1,161.92	1,217.28	1,251.84	1,264.48	1,301.68
	Annual	25,130	26,272	27,547	28,878	30,209	31,649	32,547	32,876	33,843
10	Hourly	12.942	13.546	14.181	14.869	15.584	16.313	16.623	16.800	17.297
	Bi-Weekly	1,035.36	1,083.68	1,134.48	1,189.52	1,246.72	1,305.04	1,329.84	1,344.00	1,383.76
	Annual	26,919	28,175	29,496	30,927	32,414	33,931	34,575	34,944	35,977
11	Hourly	13.884	14.524	15.216	15.926	16.713	17.561	17.912	18.077	18.632
	Bi-Weekly	1,110.72	1,161.92	1,217.28	1,274.08	1,337.04	1,404.88	1,432.96	1,446.16	1,490.56
	Annual	28,878	30,209	31,649	33,126	34,763	36,526	37,256	37,600	38,754
12	Hourly	14.869	15.584	16.313	17.098	17.977	18.810	19.179	19.370	19.959
	Bi-Weekly	1,189.52	1,246.72	1,305.04	1,367.84	1,438.16	1,504.80	1,534.32	1,549.60	1,596.72
	Annual	30,927	32,414	33,931	35,563	37,392	39,124	39,892	40,289	41,514
13	Hourly	15.926	16.713	17.561	18.408	19.242	20.205	20.608	20.805	21.435
	Bi-Weekly	1,274.08	1,337.04	1,404.88	1,472.64	1,539.36	1,616.40	1,648.64	1,664.40	1,714.80
	Annual	33,126	34,763	36,526	38,288	40,023	42,026	42,864	43,274	44,584
14	Hourly	17.098	17.977	18.810	19.760	20.697	21.678	22.126	22.346	23.020
	Bi-Weekly	1,367.84	1,438.16	1,504.80	1,580.80	1,655.76	1,734.24	1,770.08	1,787.68	1,841.60
	Annual	35,563	37,392	39,124	41,100	43,049	45,090	46,022	46,479	47,881
15	Hourly	18.408	19.242	20.205	21.205	22.270	23.318	23.788	24.031	24.749
	Bi-Weekly	1,472.64	1,539.36	1,616.40	1,696.40	1,781.60	1,865.44	1,903.04	1,922.48	1,979.92
	Annual	38,288	40,023	42,026	44,106	46,321	48,501	49,479	49,984	51,477
16	Hourly	19.760	20.697	21.678	22.714	23.811	24.915	25.428	25.674	26.450
	Bi-Weekly	1,580.80	1,655.76	1,734.24	1,817.12	1,904.88	1,993.20	2,034.24	2,053.92	2,116.00
	Annual	41,100	43,049	45,090	47,245	49,526	51,823	52,890	53,401	55,016
17	Hourly	21.205	22.270	23.318	24.404	25.611	26.876	27.402	27.664	28.501
	Bi-Weekly	1,696.40	1,781.60	1,865.44	1,952.32	2,048.88	2,150.08	2,192.16	2,213.12	2,280.08
	Annual	44,106	46,321	48,501	50,760	53,270	55,902	56,996	57,541	59,282

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2006 1.5% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>	<u>AFTER 2</u> <u>YEARS AT</u> <u>5TH STEP</u>	<u>AFTER 1</u> <u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
18	Hourly	22.714	23.811	24.915	26.154	27.359	28.709	29.297	29.575	30.490
	Bi-Weekly	1,817.12	1,904.88	1,993.20	2,092.32	2,188.72	2,296.72	2,343.76	2,366.00	2,439.20
	Annual	47,245	49,526	51,823	54,400	56,906	59,714	60,937	61,516	63,419
19	Hourly	24.915	26.154	27.359	28.709	30.067	31.507	31.986	32.299	33.277
	Bi-Weekly	1,993.20	2,092.32	2,188.72	2,296.72	2,405.36	2,520.56	2,558.88	2,583.92	2,662.16
	Annual	51,823	54,400	56,906	59,714	62,539	65,534	66,530	67,181	69,216
20	Hourly	27.359	28.709	30.067	31.507	32.995	34.608	35.114	35.455	36.524
	Bi-Weekly	2,188.72	2,296.72	2,405.36	2,520.56	2,639.60	2,768.64	2,809.12	2,836.40	2,921.92
	Annual	56,906	59,714	62,539	65,534	68,629	71,984	73,037	73,746	75,969
21	Hourly	30.067	31.507	32.995	34.608	36.249	38.012	38.576	38.959	40.142
	Bi-Weekly	2,405.36	2,520.56	2,639.60	2,768.64	2,899.92	3,040.96	3,086.08	3,116.72	3,211.36
	Annual	62,539	65,534	68,629	71,984	75,397	79,064	80,238	81,034	83,495
22	Hourly	32.995	34.608	36.249	38.012	39.779	41.695	42.307	42.728	44.008
	Bi-Weekly	2,639.60	2,768.64	2,899.92	3,040.96	3,182.32	3,335.60	3,384.56	3,418.24	3,520.64
	Annual	68,629	71,984	75,397	79,064	82,740	86,725	87,998	88,874	91,536
23	Hourly	34.608	36.249	38.012	39.779	41.695	43.770	44.417	44.860	46.217
	Bi-Weekly	2,768.64	2,899.92	3,040.96	3,182.32	3,335.60	3,501.60	3,553.36	3,588.80	3,697.36
	Annual	71,984	75,397	79,064	82,740	86,725	91,041	92,387	93,308	96,131

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RATES IN EFFECT DECEMBER 1, 2006 1.5% FOR SEIU LOCAL 73

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT JUNE 1, 2007 2.5% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>	<u>AFTER 2</u> <u>YEARS AT</u> <u>5TH STEP</u>	<u>AFTER 1</u> <u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERV</u>	<u>AFTER 1</u> <u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERV</u>	<u>AFTER 1</u> <u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERV</u>
9	Hourly	12.384	12.947	13.575	14.231	14.887	15.596	16.039	16.201	16.678
	Bi-Weekly	990.72	1,035.76	1,086.00	1,138.48	1,190.96	1,247.68	1,283.12	1,296.08	1,334.24
	Annual	25,758	26,929	28,236	29,600	30,964	32,439	33,361	33,698	34,690
10	Hourly	13.266	13.885	14.536	15.241	15.974	16.721	17.039	17.220	17.729
	Bi-Weekly	1,061.28	1,110.80	1,162.88	1,219.28	1,277.92	1,337.68	1,363.12	1,377.60	1,418.32
	Annual	27,593	28,880	30,234	31,701	33,225	34,779	35,441	35,817	36,876
11	Hourly	14.231	14.887	15.596	16.324	17.131	18.000	18.360	18.529	19.098
	Bi-Weekly	1,138.48	1,190.96	1,247.68	1,305.92	1,370.48	1,440.00	1,468.80	1,482.32	1,527.84
	Annual	29,600	30,964	32,439	33,953	35,632	37,440	38,188	38,540	39,723
12	Hourly	15.241	15.974	16.721	17.525	18.426	19.280	19.658	19.854	20.458
	Bi-Weekly	1,219.28	1,277.92	1,337.68	1,402.00	1,474.08	1,542.40	1,572.64	1,588.32	1,636.64
	Annual	31,701	33,225	34,779	36,452	38,326	40,102	40,888	41,296	42,552
13	Hourly	16.324	17.131	18.000	18.868	19.723	20.710	21.123	21.325	21.971
	Bi-Weekly	1,305.92	1,370.48	1,440.00	1,509.44	1,577.84	1,656.80	1,689.84	1,706.00	1,757.68
	Annual	33,953	35,632	37,440	39,245	41,023	43,076	43,935	44,356	45,699
14	Hourly	17.525	18.426	19.280	20.254	21.214	22.220	22.679	22.905	23.596
	Bi-Weekly	1,402.00	1,474.08	1,542.40	1,620.32	1,697.12	1,777.60	1,814.32	1,832.40	1,887.68
	Annual	36,452	38,326	40,102	42,128	44,125	46,217	47,172	47,642	49,079
15	Hourly	18.868	19.723	20.710	21.735	22.827	23.901	24.383	24.632	25.368
	Bi-Weekly	1,509.44	1,577.84	1,656.80	1,738.80	1,826.16	1,912.08	1,950.64	1,970.56	2,029.44
	Annual	39,245	41,023	43,076	45,208	47,480	49,714	50,716	51,234	52,765
16	Hourly	20.254	21.214	22.220	23.282	24.406	25.538	26.064	26.316	27.111
	Bi-Weekly	1,620.32	1,697.12	1,777.60	1,862.56	1,952.48	2,043.04	2,085.12	2,105.28	2,168.88
	Annual	42,128	44,125	46,217	48,426	50,764	53,119	54,213	54,737	56,390
17	Hourly	21.735	22.827	23.901	25.014	26.251	27.548	28.087	28.356	29.214
	Bi-Weekly	1,738.80	1,826.16	1,912.08	2,001.12	2,100.08	2,203.84	2,246.96	2,268.48	2,337.12
	Annual	45,208	47,480	49,714	52,029	54,602	57,299	58,420	58,980	60,765

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT JUNE 1, 2007 2.5% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>	<u>AFTER 2</u> <u>YEARS AT</u> <u>5TH STEP</u>	<u>AFTER 1</u> <u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
18	Hourly	23.282	24.406	25.538	26.808	28.043	29.427	30.029	30.314	31.252
	Bi-Weekly	1,862.56	1,952.48	2,043.04	2,144.64	2,243.44	2,354.16	2,402.32	2,425.12	2,500.16
	Annual	48,426	50,764	53,119	55,760	58,329	61,208	62,460	63,053	65,004
19	Hourly	25.538	26.808	28.043	29.427	30.819	32.295	32.786	33.106	34.109
	Bi-Weekly	2,043.04	2,144.64	2,243.44	2,354.16	2,465.52	2,583.60	2,622.88	2,648.48	2,728.72
	Annual	53,119	55,760	58,329	61,208	64,103	67,173	68,194	68,860	70,946
20	Hourly	28.043	29.427	30.819	32.295	33.820	35.473	35.992	36.341	37.437
	Bi-Weekly	2,243.44	2,354.16	2,465.52	2,583.60	2,705.60	2,837.84	2,879.36	2,907.28	2,994.96
	Annual	58,329	61,208	64,103	67,173	70,345	73,783	74,863	75,589	77,868
21	Hourly	30.819	32.295	33.820	35.473	37.155	38.962	39.540	39.933	41.146
	Bi-Weekly	2,465.52	2,583.60	2,705.60	2,837.84	2,972.40	3,116.96	3,163.20	3,194.64	3,291.68
	Annual	64,103	67,173	70,345	73,783	77,282	81,040	82,243	83,060	85,583
22	Hourly	33.820	35.473	37.155	38.962	40.773	42.737	43.365	43.796	45.108
	Bi-Weekly	2,705.60	2,837.84	2,972.40	3,116.96	3,261.84	3,418.96	3,469.20	3,503.68	3,608.64
	Annual	70,345	73,783	77,282	81,040	84,807	88,892	90,199	91,095	93,824
23	Hourly	35.473	37.155	38.962	40.773	42.737	44.864	45.527	45.982	47.372
	Bi-Weekly	2,837.84	2,972.40	3,116.96	3,261.84	3,418.96	3,589.12	3,642.16	3,678.56	3,789.76
	Annual	73,783	77,282	81,040	84,807	88,892	93,317	94,696	95,642	98,533

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RATES IN EFFECT JUNE 1, 2007 2.5% FOR SEIU LOCAL 73

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2007, 2% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
9	Hourly	12.632	13.206	13.847	14.516	15.185	15.908	16.360	16.525	17.012
	Bi-Weekly	1,010.56	1,056.48	1,107.76	1,161.28	1,214.80	1,272.64	1,308.80	1,322.00	1,360.96
	Annual	26,274	27,468	28,801	30,193	31,584	33,088	34,028	34,372	35,384
10	Hourly	13.531	14.163	14.827	15.546	16.293	17.055	17.380	17.564	18.084
	Bi-Weekly	1,082.48	1,133.04	1,186.16	1,243.68	1,303.44	1,364.40	1,390.40	1,405.12	1,446.72
	Annual	28,144	29,459	30,840	32,335	33,889	35,474	36,150	36,533	37,614
11	Hourly	14.516	15.185	15.908	16.650	17.474	18.360	18.727	18.900	19.480
	Bi-Weekly	1,161.28	1,214.80	1,272.64	1,332.00	1,397.92	1,468.80	1,498.16	1,512.00	1,558.40
	Annual	30,193	31,584	33,088	34,632	36,345	38,188	38,952	39,312	40,518
12	Hourly	15.546	16.293	17.055	17.876	18.795	19.666	20.051	20.251	20.867
	Bi-Weekly	1,243.68	1,303.44	1,364.40	1,430.08	1,503.60	1,573.28	1,604.08	1,620.08	1,669.36
	Annual	32,335	33,889	35,474	37,182	39,093	40,905	41,706	42,122	43,403
13	Hourly	16.650	17.474	18.360	19.245	20.117	21.124	21.545	21.752	22.410
	Bi-Weekly	1,332.00	1,397.92	1,468.80	1,539.60	1,609.36	1,689.92	1,723.60	1,740.16	1,792.80
	Annual	34,632	36,345	38,188	40,029	41,843	43,937	44,813	45,244	46,612
14	Hourly	17.876	18.795	19.666	20.659	21.638	22.664	23.133	23.363	24.068
	Bi-Weekly	1,430.08	1,503.60	1,573.28	1,652.72	1,731.04	1,813.12	1,850.64	1,869.04	1,925.44
	Annual	37,182	39,093	40,905	42,970	45,007	47,141	48,116	48,595	50,061
15	Hourly	19.245	20.117	21.124	22.170	23.284	24.379	24.871	25.125	25.875
	Bi-Weekly	1,539.60	1,609.36	1,689.92	1,773.60	1,862.72	1,950.32	1,989.68	2,010.00	2,070.00
	Annual	40,029	41,843	43,937	46,113	48,430	50,708	51,731	52,260	53,820
16	Hourly	20.659	21.638	22.664	23.748	24.894	26.049	26.585	26.842	27.653
	Bi-Weekly	1,652.72	1,731.04	1,813.12	1,899.84	1,991.52	2,083.92	2,126.80	2,147.36	2,212.24
	Annual	42,970	45,007	47,141	49,395	51,779	54,181	55,296	55,831	57,518
17	Hourly	22.170	23.284	24.379	25.514	26.776	28.099	28.649	28.923	29.798
	Bi-Weekly	1,773.60	1,862.72	1,950.32	2,041.12	2,142.08	2,247.92	2,291.92	2,313.84	2,383.84
	Annual	46,113	48,430	50,708	53,069	55,694	58,445	59,589	60,159	61,979

SCHEDULE I

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2007, 2% FOR SEIU LOCAL 73

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
18	Hourly	23.748	24.894	26.049	27.344	28.604	30.016	30.630	30.920	31.877
	Bi-Weekly	1,899.84	1,991.52	2,083.92	2,187.52	2,288.32	2,401.28	2,450.40	2,473.60	2,550.16
	Annual	49,395	51,779	54,181	56,875	59,496	62,433	63,710	64,313	66,304
19	Hourly	26.049	27.344	28.604	30.016	31.435	32.941	33.442	33.768	34.791
	Bi-Weekly	2,083.92	2,187.52	2,288.32	2,401.28	2,514.80	2,635.28	2,675.36	2,701.44	2,783.28
	Annual	54,181	56,875	59,496	62,433	65,384	68,517	69,559	70,237	72,365
20	Hourly	28.604	30.016	31.435	32.941	34.496	36.182	36.712	37.068	38.186
	Bi-Weekly	2,288.32	2,401.28	2,514.80	2,635.28	2,759.68	2,894.56	2,936.96	2,965.44	3,054.88
	Annual	59,496	62,433	65,384	68,517	71,751	75,258	76,360	77,101	79,426
21	Hourly	31.435	32.941	34.496	36.182	37.898	39.741	40.331	40.732	41.969
	Bi-Weekly	2,514.80	2,635.28	2,759.68	2,894.56	3,031.84	3,179.28	3,226.48	3,258.56	3,357.52
	Annual	65,384	68,517	71,751	75,258	78,827	82,661	83,888	84,722	87,295
22	Hourly	34.496	36.182	37.898	39.741	41.588	43.592	44.232	44.672	46.010
	Bi-Weekly	2,759.68	2,894.56	3,031.84	3,179.28	3,327.04	3,487.36	3,538.56	3,573.76	3,680.80
	Annual	71,751	75,258	78,827	82,661	86,503	90,671	92,002	92,917	95,700
23	Hourly	36.182	37.898	39.741	41.588	43.592	45.761	46.438	46.902	48.319
	Bi-Weekly	2,894.56	3,031.84	3,179.28	3,327.04	3,487.36	3,660.88	3,715.04	3,752.16	3,865.52
	Annual	75,258	78,827	82,661	86,503	90,671	95,182	96,591	97,556	100,503

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RATES IN EFFECT DECEMBER 1, 2007, 2% FOR SEIU LOCAL 73

SCHEDULE I - GENERAL

BUREAU OF HUMAN RESOURCES

RATES IN EFFECT JUNE 1, 2008 2.75% FOR SEIU LOCAL 73

GD		1ST	2ND	3RD	4TH	5TH	AFTER 2	AFTER 1	AFTER 1	AFTER 1
		STEP	STEP	STEP	STEP	STEP	YEARS AT 5TH STEP	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
9	Hourly	12.979	13.569	14.228	14.915	15.603	16.345	16.810	16.979	17.480
	Bi-Weekly	1,038.32	1,085.52	1,138.24	1,193.20	1,248.24	1,307.60	1,344.80	1,358.32	1,398.40
	Annual	26,996	28,223	29,594	31,023	32,454	33,997	34,964	35,316	36,358
10	Hourly	13.903	14.552	15.235	15.974	16.741	17.524	17.858	18.047	18.581
	Bi-Weekly	1,112.24	1,164.16	1,218.80	1,277.92	1,339.28	1,401.92	1,428.64	1,443.76	1,486.48
	Annual	28,918	30,268	31,688	33,225	34,821	36,449	37,144	37,537	38,648
11	Hourly	14.915	15.603	16.345	17.108	17.955	18.865	19.242	19.420	20.016
	Bi-Weekly	1,193.20	1,248.24	1,307.60	1,368.64	1,436.40	1,509.20	1,539.36	1,553.60	1,601.28
	Annual	31,023	32,454	33,997	35,584	37,346	39,239	40,023	40,393	41,633
12	Hourly	15.974	16.741	17.524	18.368	19.312	20.207	20.602	20.808	21.441
	Bi-Weekly	1,277.92	1,339.28	1,401.92	1,469.44	1,544.96	1,616.56	1,648.16	1,664.64	1,715.28
	Annual	33,225	34,821	36,449	38,205	40,168	42,030	42,852	43,280	44,597
13	Hourly	17.108	17.955	18.865	19.774	20.670	21.705	22.137	22.350	23.026
	Bi-Weekly	1,368.64	1,436.40	1,509.20	1,581.92	1,653.60	1,736.40	1,770.96	1,788.00	1,842.08
	Annual	35,584	37,346	39,239	41,129	42,993	45,146	46,044	46,488	47,894
14	Hourly	18.368	19.312	20.207	21.227	22.233	23.287	23.769	24.005	24.730
	Bi-Weekly	1,469.44	1,544.96	1,616.56	1,698.16	1,778.64	1,862.96	1,901.52	1,920.40	1,978.40
	Annual	38,205	40,168	42,030	44,152	46,244	48,436	49,439	49,930	51,438
15	Hourly	19.774	20.670	21.705	22.780	23.924	25.049	25.555	25.816	26.587
	Bi-Weekly	1,581.92	1,653.60	1,736.40	1,822.40	1,913.92	2,003.92	2,044.40	2,065.28	2,126.96
	Annual	41,129	42,993	45,146	47,382	49,761	52,101	53,154	53,697	55,300
16	Hourly	21.227	22.233	23.287	24.401	25.579	26.765	27.316	27.580	28.413
	Bi-Weekly	1,698.16	1,778.64	1,862.96	1,952.08	2,046.32	2,141.20	2,185.28	2,206.40	2,273.04
	Annual	44,152	46,244	48,436	50,754	53,204	55,671	56,817	57,366	59,099
17	Hourly	22.780	23.924	25.049	26.216	27.512	28.872	29.437	29.718	30.617
	Bi-Weekly	1,822.40	1,913.92	2,003.92	2,097.28	2,200.96	2,309.76	2,354.96	2,377.44	2,449.36
	Annual	47,382	49,761	52,101	54,529	57,224	60,053	61,228	61,813	63,683

SCHEDULE I - GENERAL

BUREAU OF HUMAN RESOURCES

RATES IN EFFECT JUNE 1, 2008 2.75% FOR SEIU LOCAL 73

GD		1ST	2ND	3RD	4TH	5TH	AFTER 2	AFTER 1	AFTER 1	AFTER 1
		STEP	STEP	STEP	STEP	STEP	YEARS AT 5TH STEP	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
18	Hourly	24.401	25.579	26.765	28.096	29.391	30.841	31.472	31.770	32.754
	Bi-Weekly	1,952.08	2,046.32	2,141.20	2,247.68	2,351.28	2,467.28	2,517.76	2,541.60	2,620.32
	Annual	50,754	53,204	55,671	58,439	61,133	64,149	65,461	66,081	68,128
19	Hourly	26.765	28.096	29.391	30.841	32.299	33.847	34.362	34.697	35.748
	Bi-Weekly	2,141.20	2,247.68	2,351.28	2,467.28	2,583.92	2,707.76	2,748.96	2,775.76	2,859.84
	Annual	55,671	58,439	61,133	64,149	67,181	70,401	71,472	72,169	74,355
20	Hourly	29.391	30.841	32.299	33.847	35.445	37.177	37.722	38.087	39.236
	Bi-Weekly	2,351.28	2,467.28	2,583.92	2,707.76	2,835.60	2,974.16	3,017.76	3,046.96	3,138.88
	Annual	61,133	64,149	67,181	70,401	73,725	77,328	78,461	79,220	81,610
21	Hourly	32.299	33.847	35.445	37.177	38.940	40.834	41.440	41.852	43.123
	Bi-Weekly	2,583.92	2,707.76	2,835.60	2,974.16	3,115.20	3,266.72	3,315.20	3,348.16	3,449.84
	Annual	67,181	70,401	73,725	77,328	80,995	84,934	86,195	87,052	89,695
22	Hourly	35.445	37.177	38.940	40.834	42.732	44.791	45.448	45.900	47.275
	Bi-Weekly	2,835.60	2,974.16	3,115.20	3,266.72	3,418.56	3,583.28	3,635.84	3,672.00	3,782.00
	Annual	73,725	77,328	80,995	84,934	88,882	93,165	94,531	95,472	98,332
23	Hourly	37.177	38.940	40.834	42.732	44.791	47.019	47.715	48.192	49.648
	Bi-Weekly	2,974.16	3,115.20	3,266.72	3,418.56	3,583.28	3,761.52	3,817.20	3,855.36	3,971.84
	Annual	77,328	80,995	84,934	88,882	93,165	97,799	99,247	100,239	103,267

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C

PLAN DESIGN CHANGES EFFECTIVE 12/1/07 PAYROLL CONTRIBUTION CHANGES EFFECTIVE 6/1/08

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits (through 11/30/07)	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Individual Deductible *	None		\$0 / \$200	\$125 / \$250
Family Deductible *	None		\$0 / \$400	\$250 / \$500
Ind. Out of Pocket Max *	None		\$1,000 **/ \$3,000 **	\$1,500 ** / \$3,000 **
Fam. Out of Pocket Max*	None		\$2,000 **/ \$6,000 **	\$3,000 ** / \$6,000 **
Lifetime Maximum	Unlimited		Unlimited / \$1,000,000	Unlimited / \$1,000,000
* Annual Basis			** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)	** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)

PLAN LIMITS AND MAXIMUMS:	HMO Current Benefits (through 11/30/07)	HMO Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Co-Insurance	None		90% / 60% ***	*** Subject to Schedule of Maximum Allowances (SMA), i.e., the amount doctors and other health care providers in the network have agreed to accept for their services. These amounts are generally lower than what providers outside the network charge. If you go out of network, you will pay any balance above the SMA in addition to the deductible and co-insurance.

OUTPATIENT SERVICES (MEDICAL & SURGICAL)

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Doctor Office Visits	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Routine Physical Exams and Preventive Screenings	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Well-Child Care	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
X-Ray/Diagnostic tests (performed in lab or hospital)	100%	100%	90% / 60% *	90% / 60% *
Maternity Prenatal/Postnatal Care	\$3 co-payment / member for initial visit	\$10 co-payment / member for initial visit	90% after \$20 co-pay (initial visit) / 60% *	90% after \$25 co-pay (initial visit) / 60% *
OutPatient Surgery (facility charges)	100%	100% after \$100 co-pay	90% / 60% *	90% / 60% *
OutPatient Surgery (doctor services)	100%	100%	90% / 60% *	90% / 60% *
Other OutPatient Services (including chemotherapy, radiation, renal dialysis)	100%	100%	90% / 60% *	90% / 60% *
Allergy Testing / Injections / Immunizations	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Infertility Treatment, as defined by plans	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *

OUTPATIENT SERVICES (MEDICAL & SURGICAL cont'd)				
BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Physical, Speech and Occupational Therapy (60 visits Combined Annual Maximum)	100%	100%	90% / 60*	90% / 60*
Ambulance Services	100%	100%	80% / 80% *	80% / 80% *
Emergency Room Visits (life threatening illness or injury; waived if admitted as inpatient)	100%	100% after \$40 co-pay	100%	100% after \$40 co-pay
Medically Necessary Dental Services (repair from accidental injury to sound natural teeth)	100%	100%	90% / 60% *	90% / 60% *
Home Health Care	100%	100%	90% / 60% *	90% / 60% *
Skilled Nursing Care (excl. custodial care)	100%	100%	90% / 60% *	90% / 60% *
Prosthetic Devices	100%	100%	90% / 60% *	90% / 60% *

INPATIENT SERVICES (MEDICAL & SURGICAL)				
BENEFIT OVERVIEW		HMO		PPO
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Hospital (Semi-Private Room), including Maternity inpatient obstetrical care	100 %	100 % after \$100 co-pay per admission	90 % / 60 % *	90 % / 60 % *
Physician/Surgeon/Anesthesiologist Services	100 %	100 %	90 % / 60 % *	90 % / 60 % *
X-Ray / Diagnostic Services	100 %	100 %	90 % / 60 % *	90 % / 60 % *
Facility Charges	100 %	100 %	90 % / 60 % *	90 % / 60 % *

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits Through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Mental Health/Chemical Dependency/ Substance Abuse Combined Maximum Benefit for In/Out Mental Health and Chemical Dependency Abuse Limits	Unlimited	Unlimited	Individual Annual Maximum: \$ 5,000 Outpatient and \$25,000 Combined In and Outpatient per individual, per calendar year, and a \$100,000 lifetime maximum (benefit maximum do not apply to mental health benefits)	
Outpatient Services (unlimited)	\$3 co-pay per visit	\$10 co-pay per visit	70% / 50% * Subject to overall plan limits stated above	
Inpatient Mental Health/Substance Abuse (30 days/year max)	100%	100%	90% / 60% * Subject to overall plan limits stated above	
Supplemental Outpatient Mental Health/Substance Abuse: 2/lifetime; 4 hrs/night; 4 night/wk; 4 consecutive weeks	\$3 co-pay per visit	\$10 co-pay per visit	70% / 50% * Subject to overall plan limits stated above	

PRESCRIPTION DRUGS (WHEN FILLED AT A PARTICIPATING PHARMACY) ADMINISTERED BY PHARMACY BENEFIT MANAGER, NOT HEALTH PLAN(S)				
BENEFIT OVERVIEW		HMO		PPO
	Current Benefits Through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits Through 11/30/07	Benefit Level Effective 12/1/07
Generic (30 day supply at Retail)	\$5	\$7	\$5	\$7
Brand (30 day supply at Retail)	\$10	N/A	\$10	N/A
Formulary (30 day supply at Retail)	N/A	\$15 *	N/A	\$15 *
Non- Formulary (30 day supply at Retail)	N/A	\$25 *	N/A	\$25 *
Mail Order Co-Pays (90 day supply)	1 x Retail Co-pay	2 x Retail Co-pay	\$0	2 x Retail Co-pay
* If you purchase a formulary or non-formulary drug when a generic equivalent is available, you will pay the generic co-pay plus the difference in cost between the generic and the formulary/non-formulary drug.				

**Employee Contributions
Effective June 1, 2008**

Percentage of Salary (Pre-Tax)	HMO		PPO	
	Contribution Through 5/31/08	Contribution Effective 6/1/08	Contribution Through 5/31/08	Contribution Effective 6/1/08
Employee Only	.5%	.5%	1.5%	1.5%
Employee plus Child(ren)	N/A	.75 %	N/A	1.75%
Employee plus Spouse	.5 %	1.0%	1.5 %	2.0 %
Employee plus Family	.5 %	1.25 %	1.5 %	2.25 %
Cap	\$8 PER PAY PERIOD	None	None	

VISION BASIC BENEFITS - APPENDIX C

Eligible employees and their covered dependents may receive a routine eye examination and lenses once every calendar year, frames once every 24 months. Once the basic benefits are exhausted, additional glasses and contacts are available to participants at discounted prices through participating provider locations.

Eye Examination: \$0

Benefit includes a routine complete examination, refraction and prescription. Also, if indicated, your doctor may recommend additional procedures (such as dilation) at an additional cost to the member.

Eyeglass Lenses: \$0

Benefit includes standard uncoated plastic lenses regardless of size or power. Lens options are available for additional costs. Solid tints are covered in full.

Frames **: \$0

Members may choose a frame up to a regular retail value of \$100. Frames above \$100 regular retail price, member pays the amount over \$100 less 10%.

Contact Lenses **: \$0

Benefit includes any pair of contact lenses up to a regular retail of \$100. Contacts above \$100 regular retail are available at an additional cost.

** The applicable allowance amount may be used only once per benefit period on either eyeglasses or contacts.

LENS OPTIONS CO-PAYMENTS

Standard Progressive (No-Line Bifocal)	\$50
Polycarbonate	\$30
Scratch Resistant Coating	\$12
Ultraviolet Coating	\$12
Solid or Gradient Tint	\$ 8
Glass (Only for non-minors)	\$15
Photochromatic	\$30
Anti-Reflective Coating	\$35

DENTAL HMO BENEFITS - APPENDIX C

All new employees hired after December 1, 1999, must be in the Dental HMO for one year before changing to the Dental PPO. Employees are allowed to change plans during the annual open enrollment after one year of HMO enrollment.

Dental care is provided to eligible members and their dependent through participating designated dentist. The premium for the dental care is paid in full by Cook County.

SCHEDULE OF BENEFITS:

PREVENTIVE CARE:	Includes dental exams, x-rays and two cleanings per year are covered at 100%. Fluoride treatments for children under age 19 are also covered at 100%.
BASIC BENEFITS:	Require a co-payment by the member for each specific service. These co-payments equal a discount of approximately 75%.
MAJOR SERVICES:	Require a co-payment by the member for each specific service. These co-payments equal a discount of approximately 60%.
ORTHODONTICS:	Available to children under the age of 19 with co-payments equal to a discount of approximately 25%.
DEDUCTIBLE:	None
BENEFIT PERIOD MAXIMUM:	Unlimited

DENTAL PPO BENEFITS - APPENDIX C

	In-Network	Out-Of-Network *
Benefit Period Maximum	\$1,500 per person, per year	
Deductible	\$25/Individual; \$100 Family (4 individual maximum, does not apply to preventive and orthodontic services)	\$50/Individual; \$200 Family (4 individual maximum, does not apply to preventive and orthodontic services)
Preventive (No Deductible)	100% of Maximum Allowance	80% of Maximum Allowance *
Primary Services (x-rays, space maintainers)	80 % of Maximum Allowance	60% of Maximum Allowance *
Restorative Services: Routine Fillings Crowns Inlays and Onlays	80 % of Maximum Allowance 50 % of Maximum Allowance 50 % of Maximum Allowance	60% of Maximum Allowance * 50% of Maximum Allowance * 50% of Maximum Allowance *
Emergency Services (Palliative Emergency Treatment)	80 % of Maximum Allowance	80 % of Maximum Allowance *
Endodontics	80 % of Maximum Allowance	60 % of Maximum Allowance *
Periodontics	80 % of Maximum Allowance	60 % of Maximum Allowance *
Oral Surgery Routine Extractions Removal of Impacted Teeth (soft tissue and partial bony)	80 % of Maximum Allowance 80 % of Maximum Allowance	60 % of Maximum Allowance * 60 % of Maximum Allowance *
Prosthetics	50 % of Maximum Allowance	50 % of Maximum Allowance *
Orthodontics	50 % up to lifetime maximum \$1250	50 % up to lifetime maximum *
Lifetime Maximum		\$1250

* Schedule of Maximum Allowance: PPO providers have agreed to accept the Schedule of Maximum Allowances as payment in full for covered services. Out-of-network providers do not accept the Schedule of Maximum Allowances in full. Members are liable for any difference between out-of-network dentist's charges and dental provider benefit payment, in addition to the deductible and co-insurance.